

# ***Marine Aviation Weapons and Tactics Squadron One***



## **Commanding Officer's Policy Statement on Equal Opportunity**

When Leadership is combined with Equal Opportunity, the result is effective accomplishment of the mission. This combination requires an environment where every individual is treated with the same respect and dignity, regardless of background, race, religion or gender. No person's success should ever be limited by the prejudices of another.

It is my legal and moral obligation to provide this environment for the Marines of MAWTS-1. Let me be perfectly clear: neither discrimination nor harassment of any kind will be tolerated in the MAWTS family. Maintaining the dignity of every person in this command is a bedrock principle of my ethos, and I will accept nothing less. To that end, I will handle any charge immediately and appropriately.

Each member of the MAWTS-1 team brings his or her own strengths to the fight. It is the combination of these varied backgrounds, races and nationalities that make our team stronger. Marines have sworn to support and defend the Constitution of the United States against all enemies, foreign and domestic. That same Constitution states that all men and women are created equal.

Treat your fellow Marines with the dignity and respect we all deserve. Have compassion for one another. **We all have failed when even one member of MAWTS feels that he or she has not been given a fair chance to mature, grow, and compete.**

The following circumstances will not be tolerated:

- Any person that knowingly files a false accusation of sexual harassment or discrimination.
- Those in a supervisory or command position condone or ignore sexual harassment or discrimination of which he or she has knowledge or has reason to have knowledge.

If you feel you are being harassed or discriminated against and cannot resolve the problem, notify the Equal Opportunity Advisor, or someone in your chain of command. I assure you that your complaint will receive prompt and appropriate attention, **ON TIME** and **ON TARGET!**

A handwritten signature in black ink, appearing to read "James H. Adams".

James H. Adams  
Colonel, U. S. Marine Corps  
Commanding Officer, MAWTS-1